

SOLIDARITY NEWS

OFFICIAL PUBLICATION OF USW LOCAL 1-1937

SEPTEMBER 2017

**HAPPY ANNIVERSARY TO
USW LOCAL 1-1937**

80 YEARS

STRONG



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- **Powell River** **604-485-2800**

Mission Statement

With compassion, respect and integrity, we help people to build hope, growth and well-being.



Creating healthy employees,
families, and communities.

DEADLY TRAIN DERAILMENT

By Chris Cinkant, Safety Officer



Steelworkers Mourn the Loss of Three Brothers in Woss, BC

Since our last newsletter published in March, it is with heavy hearts that we report on the tragic train derailment that took the lives of Brothers Jacob Galeazzi, Roland Gaudet and Clem Reti and severely injured Brothers Ralph Poepperl and David Somerville on April 20th, 2017 in Woss, BC.

That day in April was like any other, until a series of events (some still unexplained) occurred that led to the small tight-knit community suffering a loss that is immeasurable.

First and foremost, our thoughts remain with the family and friends of our lost Brothers and with the Brothers who continue to recover, both physically and mentally.

The Local Union would like to again thank all of the first responders, including our members, WFP staff, First Aid attendants, Port McNeill Fire Rescue, Woss Fire Crew, paramedics, air ambulance and local RCMP, who made every effort to rescue the men involved.

We wish to thank WFP representatives for their response from the time of incident and all of their efforts since to make sure those affected get the assistance they need. We would also like to thank the many volunteers who did everything they could to assist the community in the wake of the derailment.

Everyone involved in the aftermath of this tragedy can also be proud of the extensive and important work given from our Employee and Family Assistance Program counsellors who assisted families, first responders and anyone who needed their valuable services. We also recognize the valuable resource provided by the USW Emergency Response Team members who reached out to victims' families and anyone who was having a difficult time in coping with emotions and issues flowing from this most difficult event.

The accident was investigated by the RCMP, WorkSafe, the Transportation Safety Board (TSB) and jointly by the Company and the Union. We have yet to receive reports from

any of the outside organizations but the joint investigation has now been completed.

Since that day, myself, (Local Safety Officer), Jack Miller (Local Safety Director), Brian Harder (District 3 Safety Rep), Harry Herd (Woss Camp Chairman), Glenn Robertson (Woss Safety Committee), and Al Rushton (Woss Safety Committee) have worked with WFP representatives to jointly investigate the accident. The report and recommendations will be signed off by both parties the first week of September. Further details on the recommendations will be reviewed in our December issue.

The joint investigation focused on fact finding and interviews to find an accurate account of the sequence of events from the start of the day to the time of the incident. The joint committee identified both the causal factors and the outlying factors to determine a total of fifteen recommendations in the joint report to be forwarded to both WFP Senior Management and WorkSafe BC.



Continued from page 3

Current Status of the Railway

WFP has kept the railway from operating since the accident, advising it wants answers from the Transportation Safety Board prior to restarting the line. The Company advised that they also received recommendations from the BC Safety Authority (BCSA).

With the rail crews still out of work, the Union asked the Company for the BCSA report but they refused, forcing the Union to seek the information through a Freedom of Information request. After receiving the BCSA report through freedom of information, management later advised that they had completed roughly half the changes related to the

BCSA recommendations, but others they felt should wait for the TSB report.

The Crew and the Union are frustrated with the continued delay, as we have no idea if it could be months or years waiting for the TSB report. We have pressed the Company to get the crews back to work with a plan that would prevent further accidents of the nature experienced in April.

WFP meanwhile has asked for relief from contracting -out provisions to allow them to truck logs (some via non-union trucks) while the rail line is down. We have rejected the request while continuing to press for a start-up plan for the rail line.



Woss train derailment that claimed the lives of three USW members.
(CTV photo)

USW Local 1-1937 extends our deepest sympathies to the families and friends of Brothers Jacob Galeazzi, Roland Gaudet and Clem Reti.



PRESIDENT'S REPORT

By Brian Butler



It has been a hot summer this year and I am hoping everyone has had time to enjoy the fruits of their labour. Since the last edition of the Solidarity News there has been some exciting news for our Local Union.

We now have a worker-friendly NDP government for the first time in 16 years and we joined forces with Local 1-85 to create a truly Coastal Local Union for our Membership's benefit.

Both achievements benefit our Local Union and its members in positive ways.

For the first time in a long time we have a government that actually cares about and considers



Brian Butler, Melanie Mark (Minister of Advanced Education Skills and Training), Sandra Banister, and member Jack Busch.

workers rights. The BC Liberals, in our view, only listened to the corporations and their wealthy donors, whereas the NDP has a People First agenda, with fairness and workers at the heart of it.

Workers in the forest industry have suffered a destructive forest policy at the hands of the BC Liberals that has seen the loss of over 100 manufacturing operations and a de-unionization strategy in our forests (starting with the 20% take back under Bill 28).

A few areas that need serious attention from our new government include regulation changes at WorkSafe BC, regulation changes at the BC Labour Relations Board and the addressing of the high level of log exports on the BC Coast. We intend to meet frequently with the new government to ensure workers' voices are heard in any policy or regulatory changes being contemplated.

To that end, on August 16, 2017, Brother Norm MacLeod and I met with Doug Donaldson, Minister of Forests, Lands, Natural Resource Operations and Rural Development and Scott Fraser, Minister of Indigenous Relations and Reconciliation (via conference call) to discuss the problems in the Alberni Valley including that of WFP Somass Sawmill being indefinitely shut down while TFL 44 managed by WFP continues to have a large undercut in its annual allowable cut (AAC).

We stressed the need for a plan to maintain the Somass Mill, as once the milling capacity is gone, it's gone. The last thing the Alberni Valley needs (or BC for that matter) is to see a mill closure coupled with an underutilized TFL, while millions

of cubic metres of logs continue to be exported from our shores.

We also discussed the possibility of new entrants that could be allocated fibre, arrange for the mills acquisition, investment and commitment to the Alberni Valley.

Finally, I also want to report that Local 1-1937 and Local 1-85 merged on June 23, 2017. The Memberships' ratification of the merger was very positive with 94% and 89% votes, respectively. With all USW Members on the Coast now under one Local Union



Brian Butler and Harry Bains (Minister of Labour) at the Legislature.

(1-1937), we envision solid benefits in pooling of our resources, consistent policy decisions, along with improved communications, enhanced bargaining capabilities, and the fight to grow jobs in the forest industry as top priorities. The Locals made the right choice and we should all be thankful for the commitment and forethought shown by both.

From page 5 - President's Report

Our Local Union has added to the fulltime staff as a part of the merger. I would like welcome Brothers Norm MacLeod (4th Vice-President), Glen Cheetham (Business Agent) and Sisters Laura Mauke and Star Phillips (Clerical Staff). I would also like to welcome Brothers James Greenard (Port Alberni) and Andy Rogers (Nootka) as the newest Ward Area representatives to our Executive Board. We look forward to working with all of you as part of our continuing service to and for the best interests of our combined membership, and the labour movement.

**In Solidarity,
Brother Brian Butler**



Throne Speech: Brian Butler, Dusty Palmer, and BC Premier John Horgan

BILL ROUTLEY RETIRES FROM THE LEGISLATURE



The Local Union would like to congratulate Bill Routley on his retirement as a two term MLA for the Cowichan Valley, as deputy critic for forests. His emotional speeches in the legislature will long be remembered. Bill was a tireless advocate for working people during his 18 years as President of IWA/USW Local 1-80, where he was the longest tenured President in the Local's history. He has helped countless thousands of members during his working life, starting as a Union activist and chairperson at the Youbou Sawmill in 1970.

Bill was passionate about battling for what is right and supported the underdog. He negotiated many contracts, was a staunch advocate for safety and consistently fought against raw log exports.

On behalf of Local 1-1937 we wish him well in his retirement; he deserves it.



Mid-Island Update

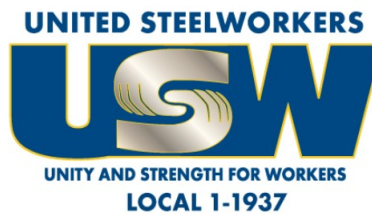
By Rick Wangler, 1st Vice-President



As summer draws to a close and the forest sector starts to get back to some semblance of regularity, we need to take time to consider the utter devastation that has occurred in the Interior of BC with this summer's wildfires. Many USW Members and non-members have lost employment, homes and valuables that cannot be replaced. The forest in the Interior has been decimated and will surely have impact on future forestry operations for some time to come. It is important that we keep in mind the people of the Interior who have suffered these losses and we continue to support them in any way that we can. Who knows when disaster may strike closer to home?

TimberWest's Oyster River Operation has undergone further changes since the sub-division from one Woodlands Contractor to four Woodlands Contractors in 2010. TimberWest approached the Union with their plan to amalgamate the four Woodlands contracts into three. The Union saw this as a positive step as far as creating bargaining units of an appropriate size and keeping the remaining contractors viable. As of May 29, 2017, the Woodlands employees have been merged into three operations. This was not an easy task, as there was

not much of a paper trail to follow in respect to postings and seniority, as many contractors today do not post vacancies or training positions. This amalgamation was a good lesson on why the members



have to be diligent in having the employer post vacancies and training positions and who filled these vacancies and training positions. As it was, the Local Union was left to rely on the only information on hand, which was the seniority lists provided prior to the announced amalgamation. In addition to the amalgamation there was an announcement that grapple yarding would be replaced for the most part with tethered feller bunchers and hoe-chuckers. We are still dealing with this issue of introducing tethered equipment across the Coast. Now that the amalgamation is complete, the Local Union will be meeting with the crews once September rolls around to find out what kind of issues have come up.

At Western Forest Products Mid-Island Operation and other WFP Operations on the Coast, we are

hearing of changes that appear to be having an impact on employment levels at the operations. The issue facing WFP employees is the change in the way the company is doing their scaling. Although we have not received official notice, it appears that they are moving to a significantly-increased wrap and splash program, as opposed to stick scaling method of scaling logs. This change is said to be moving from 30% wrap and splash to 70%, with the goal of 90% wrap and splash. This change is significantly reducing the number of employees required at Dryland Sorts throughout the Coast. The Local Union continues to gather information and will pursue the issue if and when we determine there is a case to be pursued. Further to the aforementioned changes, there is another reduction in the AAC looming for TFL 39 which amounts to a reduction of approximately 200,000m₃ at the Mid-Island Operation. This will no doubt lead to more crew lay-offs.

As September rolls around, I will be setting dates to bargain a new collective agreement for Comox Valley Distribution (CVD) employees. CVD has seen significant growth and change to their business on Vancouver

From page 7- 1st Vice-President's Report

Island which has prompted a number of proposals for settlement of a new collective agreement aside from the usual money issues. Their agreement expires at the end of 2017.

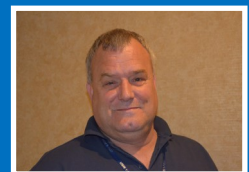
In closing, I would like to congratulate both Locals 1-1937 and 1-85 in their successful merger of the two Local Unions. I believe that this merger will create a stronger, more unified front when it comes to bargaining with forest industry companies and will bring consistency to the other side and Local agreements as well. I would like to welcome Norm MacLeod, Glen Cheetham, Star Phillips and Laura Mauke to the staff of Local 1-1937.

In Solidarity,
Brother Rick Wangler



SOUTH ISLAND LOGGING

By Richard Arnason, 3rd Vice-President



Many of you may remember from my last report that Wolf Lake Logging took over the Harrison Logging contract with TimberWest in the Nanaimo Lakes operation. Wolf Lake Logging inherited all of the outstanding Harrison grievances. Taking the better part of three years to resolve and countless meetings with Wolf Lake Logging and TimberWest, I am able to report that Wolf Lake Logging has paid out all of the outstanding grievances, which totalled \$103,680.00. Eight members benefited from monetary payouts .

Grievances have been filed against several contractors including Fred Morris & Sons, Camson Contracting, Coastline Forestry and Cutter Cove, for not paying overtime provisions after eight hours. There is a misconception that employers have the right to implement a 10-hour day at straight time wages before overtime provisions apply: This is totally **FALSE!!** The only operation that I am the designated Business Agent for that has an existing signed Letter of Understanding for a 10-hour day is the Island Timberlands Northwest Bay crew. The NWB camp committee has been in discussion with Island Timberlands to change their 10-hour LOU agreement.

Upcoming Arbitrations

- Star Lake unposted job and training arbitration is scheduled for mid-October.
- There are a multitude of contracting-out grievances with TimberWest, including the newly constructed log sort in Crofton. This grievance is scheduled for arbitration in November 2017.
- Island Timberlands, Cowichan Revitalization Agreement cancellation arbitration is scheduled for November 2017.
- Copcan severance pay grievance arbitration is scheduled for mid-November 2017.
- Timberstone contracting-out the hauling of poles arbitration is scheduled for mid-December 2017.
- Technological change for the introduction of tethered equipment is a major issue with many grievances we have filed, and arbitration dates are starting to be set.

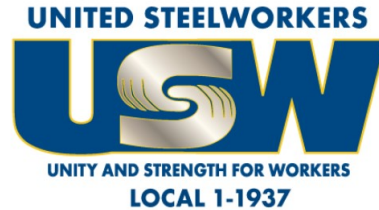
From page 8 - South Island Logging

Rate Determination

Discussions have commenced for logging wage rate determination for tethered equipment. The process will continue to establish a new rate.

Organizing

We continue to be very active with organizing membership. There are several ongoing and new campaigns within Local 1-1937 at this time.



**In Solidarity,
Brother Richard Arnason**

CANADIAN MADE

By Gary Wong, Business Agent



Boma Manufacturing Negotiations



A renewal Collective Agreement for Boma Manufacturing Ltd. was recently negotiated. The Company has been certified to the Local Union since 1985 and members work in an industry that is dominated by off-shore products from China and other Asian countries. The Company is a Canadian designer and producer of finely manufactured products, ranging from executive giftware to unique handmade artwork. Many of Boma's products, ranging from a host of items including native inspired carvings, crib boards, business card holders and pewter tabletop items to name a few, can be found in a multitude of souvenir shops throughout Canada.

The Plant Chair, Arturo Periamil served on the negotiating committee. He did an outstanding job representing the wishes of his co-workers and his input was reflected in the

100% ratification vote in favour. Many thanks for a job well done.

The new 4 year Collective Agreement provides for an average wage increase of more than 2% in each year. During the term of the agreement, Group life and Accidental Death and Dismemberment will also be increased by \$20,000.

Look for the Boma label when shopping for souvenirs and giftware and know you are purchasing quality, Union-Made in Canada products.

**In Solidarity,
Brother Gary Wong**

LOCAL 1-1937 80th ANNIVERSARY

By Brian Butler, President

Years 1937 to 2017

On August 20, 2017, the Local Union reached a milestone anniversary at 80 years. In 1937, Union Charters were issued by the International Woodworkers of America to Local's 1-71, 1-80, 1-85 and 1-118, all now a part of Local 1-1937 (Local 1-217 and 1-363 which merged as part of Local 1-1937 were chartered in 1939 and 1943, respectively).

The IWA grew from the depression of the 1930s when there was no organization among woodworkers, and those attempting union activities were classed as communists. IWA Locals merged with the United Steelworkers in 2004 and again merged to form what is now Local 1-1937 in 2009 (joined by Local 1-85 in June of this year). The Local membership has faced challenges and hurdles in every decade since its inception and it will in the future; The Union's work is never done.

Today, the 6,000+ members of Local 1-1937 work in a variety of occupations, 80% in the forest industry and 20% who work in a variety of workplaces and occupations such as fish processing, casinos, offices, greenhouses, recreation centres and school districts, to name just some. The Local Union has collective agreements with 279 different companies, as well as 134 owner-operators.

At the 80-year mark of our organization, we should all take a moment to think back to what it was like in those early days and decades when workers fought against all odds to provide the rights, wages and benefits we enjoy today. Some organizers even lost their lives in trying to make ours better. We owe them a lot, and the best way to pay them back is to continue advancing our rights to good wages, good benefits and a fair/safe work environment, through collective bargaining and advocacy. Let's all commit to that challenge.



In Solidarity,

Brother Brian Butler

LOCAL 1-1937, 80 YEARS STRONG FROM LOGGING TO GREENHOUSES

(this page: bus drivers, loggers, millwrights, sawmillers, greenhouses, waste removal, fish processing)



DISTRICT 3 SUMMER SCHOOL 2017

KIMBERLEY BC

Advanced Grievance Handling

Hello all, my name is Nolan Paquette. I am a long time Union member and have been a shop steward for four years working at Western Forest Products, Duke Point Sawmill Division.

This year I was lucky enough to attend the USW District 3 Summer School in Kimberley BC. The class I participated in was Advanced Grievance Handling. We were taught how to strategize for second and third-step grievance meetings, how to resolve, withdraw and move forward. We learned how to use research to see if a case was strong and how to prepare the information. Skills taught in this class will be an asset to my ever-growing arsenal of knowledge provided by our well informed brothers and sisters who step up to instruct. Being a shop steward can be a tough job to do when you start out, but through the training provided by the USW, I am confident the skills gained from these classes will allow those who attend to be an asset in fighting the good fight and keeping our Union strong.

Five days of instruction flew by, filled with classroom activities and role-play scenarios in the day and after dinner lectures, following an ever-changing dinner buffet put on by the staff at the Lodge, who are also USW members from the beautiful town of Kimberley. Mid-week Wednesday, we were given one "free evening," which gives students a chance to take the afternoon off after class ends to see the town, play a round of golf, or even to go white-water rafting. I opted for the rafting trip with a great group of our brothers and sisters who were there from all over District 3.

Trickle Creek Lodge, located in Kimberley BC, hosts USW District 3 Summer School each year in June.



Those of you that have attended summer school before should know Kenny, our number one bartender, who made sure everyone was ready to sing their hearts out on the famous choir night. This activity is a lively and entertaining singing competition that requires each class to write, sing and perform a song related to their course material. I am pleased to announce that our class won with a pretty big bang on the tune of a Mylie Cyrus song.

Thanks for reading and being a part of the ever-growing group that is the United Steelworkers, Local 1-1937.

In Solidarity,
Brother Nolan Paquette,
Steward, Duke Point Sawmill



Facing Management

I was given the opportunity to attend the Kimberley 2017 USW Summer School. As this was my first time attending, I did not know what to expect. I soon realized what it meant to be part of an "organization". The comradery of this function was

far superior than I ever expected. Whether it was your first time or you have attended previously you were welcomed and encouraged to share your experiences as well as others sharing back. I was part of the Facing Management class. The instructors were outstanding. This course covered union-management relations, management theories,

From page 10 - Summer School

group dynamics, conflict resolution skills and communication skills. Approximately thirty people were in our class, and it was amazing to see everyone participating, sharing their experiences and being open to speaking in a class of this size. No one was judged, criticized or critiqued. It didn't matter if you were quiet or outspoken, everyone joined in, everyone was positive (eventually), productive, and had a welcoming manner. What was best was that you saw that every employer/company has it's own difficulties, all the same in some sort of way, but across the board it was apparent why the Union is needed and that they are there for you.

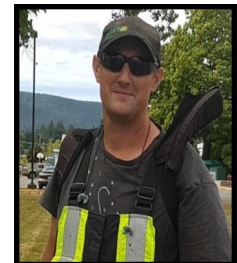
Speaker Angus Reid of the BC Lions joined our evening events one night. He spoke on violence against women. With a room of mostly male bodies, this speaker was great. No one left, the majority listened, all seemed engaged, and as the time flew, the room was at full attention. The message was simple yet powerful, and anyone could understand it. He was probably the most powerful and engaging speaker I have come across. If you ever get the opportunity, his message should be listened to and encouraged to others. Angus was the epitome of a powerful speaker who packed an engaging message. "Someone should always be asked if they want tea". Meaning consent needs to be given, not assumed. The message Angus and the BC Lions delivers is for everyone from High Schools to corporations, and all can benefit regardless of age or gender.

If you get the opportunity to attend the USW

Summer School, do not hesitate. The experience gained and the welcoming nature of this function is far superior to your expectations. You will see solidarity between individuals that do not know each other and by the end of the week you have added connections and skills to your tool box to take home so you can implement them into your own organization.

Being involved with your executive or shop committee can be a thankless task. Remember, without those who step up, there will always be members who get stepped on. We help those who come forward. Our job is to protect our members and the contract, and to hold those accountable who try to take advantage of them.

In Solidarity
Brother Aaron Henry,
Chairman SD #79



Education builds involvement and confidence through the development of skills and knowledge.

Education assists in strengthening negotiations, representation and campaigns. It involves members, encouraging them to act and raises commitment to change and implementation.

Education gives representatives a better understanding of the causes and impact of abuses. Those with a sound understanding of the situation are more likely to be heard.

By updating and maintaining your knowledge and skills it allows you to deal more effectively with the constant change we are faced with. Smarter is stronger.

ALBERNI VALLEY NEWS

By Norm MacLeod, 4th Vice-President



Somass Sawmill Closure

July 27, 2017, Western Forest Products decided to indefinitely shut down the Somass Sawmill in Port Alberni, leaving the community with seventy-seven less good paying forest industry jobs and a growing uncertainty over a proud forest dependent community. WFP has offered a voluntary severance package to the employees.

The closure notice was not a shocker, just a huge disappointment. The regular employees bent over backwards to make Somass a success, which I would say it was. They made a profit of \$5 million dollars last year. It is interesting that when Somass reduced down to two shifts from three it was said that the mill could not make money on two shifts. The same was said when it moved from two to one shift, and was proven different.

I do not feel the closure has anything to do with fiber shortage, as we were advised by WFP. It is simply WFP wanting Somass fiber for east coast mills. I believe there is an interested party trying to buy Somass Sawmill, and we support that. The Local Union intends to address several matters related to the Somass announcement with both WFP as well as the newly elected Provincial Government with the intent to determine what actions it may take to restart the mill and improve the future of the forest industry in the Alberni Valley.

Franklin River Division

Franklin River Division is finally up and running with Grade, Falling and one Sort working. Yarding, loading and hauling should start after the September long weekend and build from there. All logging on the west coast has had some downtime for weather and most should be returning after the September long weekend.

We have had some success settling issues in this division but there is still a lot on the table. After winning the Article XXV arbitration at Franklin River (\$2 million) the employees are going through pure misery with Employment Insurance benefits. WFP withheld up to \$30,000 in some cases and paid monies directly to EI in December 2016. EI has not cashed the cheque and there is no reporting of this payment. Our members are receiving collection letters due to this. EI claims it is almost finished its audit, which they have been saying for months. It will be interesting to hear what WFP's department of alternate facts forwards for the remainder of the year.

**In Solidarity,
Brother Norm MacLeod**

KNOW YOUR RIGHTS

Unionized and non-unionized workers have rights.

These laws governing employment, safety, discrimination and overtime all exist because millions of union members fought for them.

United Steelworkers enjoy better workplaces because our members know their rights.

Steelworkers are trained in how to win safer working conditions, fight harassment at the workplace, and win fairer pay and benefits. We have organizers, negotiators, researchers and a legal team that help our members protect their rights.

If you think that your boss is breaking the law and you want to join a Union to have a team on your side,

[SIGN UP TO JOIN OUR UNION](#) by calling the Duncan office 250-746-6131.

- ◆ You have the right to join a Union and organize with others to form a Union.
- ◆ You have a right to a safe workplace. You have the right to refuse unsafe work.
- ◆ You have the right to a workplace that is free from harassment and discrimination.
- ◆ You have the right to the minimum employment standards.

Source: USW District 3 Website

BUSINESS IN NORTH ISLAND

By Dan Jorgenson, Business Agent



Touch Base for Advice

In the last three years, two of my certifications have had fatalities. In 2014, Western Forest Products, Port McNeill Forest Operation had a fatality where the Company hired lawyers to represent their own interests. The communication between the Company and the Union was limited to their lawyer talking with our lawyer. In a recent accident, two of our Union Brothers were taken into their work office and questioned by the Company Human Resources staff. During the investigation, one of our Brothers had a phone thrust into his hand and was told, "Here, it's your lawyer, talk to him". The Company had hired criminal lawyers to represent our members. The next day the lawyers were on site wanting to interview them. We did not allow it, unless the individuals wanted to talk with them, or if the lawyers were giving free advice. I have had conversations with management, where they asked for their lawyer to be put in the room with our member while being interviewed by WSBC. The member asked, "are you here to represent me or the Company"? The answer was, "I am here on the Company's behalf." Companies do not hire criminal lawyers to represent their unionized employees. They represent their own excluded personnel.

Having a criminal lawyer interrogate you is not a residual management right. The police and the Crown are responsible for investigating serious accidents

and will determine whether any charges should be laid under the Canadian Criminal Code. There are also inspectors who are employed by the government to ensure Occupational Health and Safety rules are complied with. In the unfortunate event a serious accident happens, these inspectors conduct an investigation and determine if a charge should be laid under the appropriate section of the OH&S act or regulation. A member does not have to be questioned by the company lawyer.

COMPANY LAWYERS DO NOT WORK FOR UNION MEMBERS

The Company having a criminal lawyer in the workplace is akin to the American mindset in the early 1900s when mining companies brought in the Pinkertons as an armed security force to execute management's bidding. When a company brings in their lawyer to listen to you, to question you and takes notes of what you say, it is not often a gesture of kindness to assist you. It is a measure to protect themselves from laws like Bill C-45 which has rules for attributing criminal liability to organizations, corporations, their representatives and those who direct the work of others. Speaking to the Company's lawyer gives opportunity to then twist your words and use them against you. It can deflect blame and responsibility from management to the employee, removing any liability that the corporation may own. We do not recommend that you talk with their lawyers at all. We do believe that you should cooperate fully with

the government authorities in answering all of their questions.

It is my opinion that the Company does not have your best interest at heart; it is the Union that has your best interest at heart. When there is an accident or fatality it is human nature that says to the living, I am responsible. It is a devious crooked mind that thinks to bring in criminal lawyers to uphold the corporate belief that the worker is always at blame, and relieve the pressure that must hang in the air during these situations. The Company does not switch from using their corporate hand to discipline to then using that same hand to protect a member. It is not in their corporate nature.

When the Company says to a Union member, "Here is your lawyer" and their lawyer says "we are here for you" it is a fabrication of the truth. Before giving an interview, touch base with your Business Agent for advice.

**In Solidarity,
Brother Dan Jorgenson**



SOUTH ISLAND REVIEW

By Dusty Palmer, Business Agent



The South Island certifications have been busy with contract negotiations and numerous grievances. Since the last paper we have had our Local Annual Delegated Meeting, the International Convention, the BC Provincial election, our merger with Local 1-85, record breaking wildfires in the province destroying our forests, and a lot of political commotion south of the border. Very busy times.

Bargaining

Chances Cowichan: At the end of June 2017, the members voted to ratify the new agreement and by mid-August the revised contract was printed and distributed. We were extremely satisfied to successfully bargain into the contract a new statutory holiday inclusive of all, Aboriginal day, June 21st. Members also gained a RRSP plan, an extra week of vacation for senior members, clothing allowance increases, food discount increases, positive language change, a \$600 bonus and moderate wage increases.

Western Forest Products (clerical group): At the beginning of August 2017 members voted to ratify the new agreement and by mid-August the revised contract was completed. We obtained good wage increases this round coming away with 9% over 3 years and \$3,000 in bonuses. We also secured one week of vacation for those with one or less years of service and a paid personal development day annually.

Town of Lake Cowichan: The beginning of June 2017 the members voted to ratify the new agreement. Contract revisions are just finished. We earned fair wage increases, 8% over four years, a new health and welfare plan which will match the Coast Master WFP Agreement and be updated as theirs is, plus many more increases the membership can enjoy. One extra to note is the new LOU to clarify that students will not be used to replace existing union positions. This set of negotiations started off on a rocky path but ended well. Initially when the names of my negotiating committee were submitted to the CAO, he told me who could and who could not sit on my negotiating committee. After a visit to the Labour Board, the issue was resolved and the committee remained as it was.

Cowichan Lake Education Centre: Notice to commence bargaining was served in July. We started on a stony path here as well. I was told by the CAO (the same CAO of the Town of Lake Cowichan) that I could not access the site during a lunch break after asking for permission weeks ahead, and that I could rent the premises like other paying customers. The contract has a provision for access to operations. After reevaluation, the CAO found a nice cabin available for the members to hold our meeting in. A new shop committee was voted in and there is much interest in improving the terms of their collective agreement in the upcoming

contract negotiations this fall. Preparations are ongoing.

Cowichan Petroleum Sales: We are ready for a new contract. This unique certification is made up of member-owners. I have met with one of the member-owners and it seems they have already gone ahead with wage increases and RRSP increases without my involvement. Keep up the great work!!

CIDA Holdings: This is a new certification to me and I look forward to meeting the members. Their contract is due to be renegotiated.

Grievances-Arbitrations

School District #79: We resolved four Step 4 grievances in mid-August. One had to do with a member on a layoff not being offered work in the department he held a position in when there were three vacancies. Keep your eye on your contract language it makes a difference. The other three grievances resolved were all to do with job postings. The Secretary-Treasurer has remedied the issue and the contract will be followed.

Western Forest Products: Three outstanding grievances were resolved mid-August. One involved supervisors performing bargaining unit work and had been an ongoing issue for months. Nine-hundred (900) hours has been paid out to three members with a commitment not to perform our work. It was being done to avoid hiring a new member. WFP clerical was short staffed and a supervisor was

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attempting to keep up with the work flow. The new Labour Relations Director decided it was best to pay the hours and correct the situation than to go to arbitration. As well a new employee has been hired. Good decision on his part, I will give credit where it is due.

Wescon Cedar Products: This door/window manufacturer has an outstanding grievance on supervisors performing bargaining unit work. We had a partial resolve with an arbitration and part of it remains outstanding. The employer has paid back dues for two workers (3 years' worth altogether) they claimed were 'supervisors' and the one that is still employed is now signed up to the union and paying dues. A third supervisor and a contractor are still being reviewed to determine if they are in fact supervisors/contractors or if they predominantly perform bargaining unit work. With this case subpoenas needed to be delivered to members. While I was standing at the gate entrance of the premises the employer called the police. Though I was not standing on their property, the employer felt I should be removed from the entrance way. While waiting for the police to arrive, he locked the entrance gate with most of the employees still inside the premises. This made no sense, typical of the carryings-on at this worksite. This employer also filed a report against a member who had a WorkSafe claim and caused it to be denied. Late August an appeal officer ruled in favour of the employee and allowed the claim. Much work to be done at this certification.

Town of Lake Cowichan: One arbitration completed in July ruled in favour of the most senior member of the certification being granted vacation time. The vacation request had initially been arbitrarily denied without reason. Two upcoming

arbitrations are scheduled for October regarding statutory holiday qualifications and orthotics coverage.

Cowichan Valley Regional District: A long outstanding discipline grievance has been resolved leaving us with a much improved outcome.

Cowichan Lake and Education Centre: We have an outstanding grievance with seniority and scheduling extra hours. The manager told the member seniority does not guarantee extra hours and that I am a new Business Agent and don't know the rules yet. He scheduled an untrained worker to perform the extra hours and called most members for the extra work, except the most senior qualified employee. Much work to be done here.

In closing, I would like to welcome all of the new members from Local 1-85 who have joined us to form a stronger and brighter Local Union.

I hope everyone's summer included some leisure time and that all of you that were affected by the wildfires in BC are safe. Recovery from the province wide catastrophic fires we have had takes time. I would like to express my sincere regrets to those who have lost homes, animals and employment.

In Solidarity,
Sister Dusty Palmer



STEELWORKERS CONTRIBUTE \$100,000 TO BC FIRE RELIEF

The United Steelworkers, joining with the Steelworkers Humanity Fund, are contributing \$100,000 to ongoing relief and recovery efforts for the continuing wildfire crisis in the BC Interior. "The wildfires and evacuations have deeply affected individuals and families, and continue to create uncertainty about the future impacts on jobs in affected communities," said Steelworkers Canadian National Director and Steelworkers Humanity Fund President Ken Neumann.

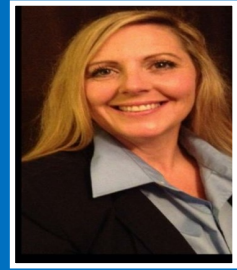
"The Steelworkers and the Humanity Fund pledged support to the BC Red Cross and the Thompson Nicola Cariboo United Way. We are pleased to be able to provide funds to these two outstanding agencies so they can continue their invaluable support for affected USW members in the BC Interior and their communities," said Steve Hunt, District 3 Director, United Steelworkers.

Thousands of USW members across Canada contribute to the Humanity Fund.

Source: USW.ca/news/media

PORT MCNEILL REPORT

By Shelley Siemens, Business Agent



DON'T LET THOSE ERRONEOUS DISCIPLINE LETTERS STACK UP IN YOUR FILE

I would like to highlight a few things to the membership. The first being how important it is to read and understand key articles in your Collective Agreement. One article I would like to focus on is the grievance procedure. Check the index of your Collective Agreement and it will indicate which page the grievance procedures are on. This will give you step-by-step instructions on how to start the process. Keep in mind there are time limits to adhere to.

A second important item I would like to highlight is understanding what your rights are. Know what the company is allowed and not allowed to impose on you in terms of discipline, what the appropriate method of disciplining is and to what degree is justified when they do find the need to discipline you. It is important to know that when a member is being disciplined there is a process the company must follow called progressive discipline. If you look up "progressive discipline" in a dictionary you will find something like this:

"Progressive discipline is a system of discipline where the penalties increase upon repeat occurrences."

The term is commonly used for employees by human resource personnel. Rather than terminating employees for first or

minor infractions, there is a system of escalating responses intended to correct a negative behavior rather than to punish the employee.

The typical stages of progressive discipline in a workplace are:

1. Coaching or a verbal warning
2. A written warning
3. Suspension or demotion
4. Termination

The stage selected for a particular infraction will depend on a variety of factors that include the severity of the infraction, previous work history, and how the choice will affect others within the company.

Inherent in progressive discipline is regression to previous stages after a lengthy passage of time.

Why am I telling you this? To point out the importance of dealing with erroneous letters as they occur rather than waiting until you are at the 4th stage of progressive discipline. By that stage of the process a large amount of time has passed and by not having grieved incorrect information, the company has followed a process enabling them to terminate you even though some of the information within your file may be incorrect. Do not let this be you! Manage situations of discipline promptly.

Countless members from multiple operations have come to my office recently, wanting to file grievances and then I discover they have a myriad of other discipline letters on their file they

claim are not accurate. You have a better chance of your grievance being successful if you deal with discipline letters as you receive them. It will extend the process to which the company is able to get to that last stage. You won't have a list of discipline letters to be able to get there to start with.

In closing, I would like to take a moment to send out a warm welcome to all the newly merged USW 1-85 Brothers and Sisters. Welcome aboard!

In Solidarity,

Sister Shelley Siemens



USW LEADERSHIP SCHOLARSHIP

By Clint Brooks, Executive Board Member



Those of you who read our Solidarity News letter may recall an article I wrote back in the September 2016 issue about the USW Leadership Scholarship Program. I was enrolled in year one and had a great experience attending the first of four weeks. The course runs one week per year over a four year period.

Having completed my mandatory homework assignments that were issued after the first week, I was fortunate enough to return to Linden Hall in Dawson, Pennsylvania, to attend the second week of the course, this past July 2017. The required assignment consisted of having to engage in some community and union "Good Works" projects, and reading several labour related articles of which I had to write reports on.

Last year's week of study was focused on building the Local Union through solidarity, studying labour challenges, economics, learning about ourselves and engaging in public speaking. This year's week focused on strategic planning for our Union's future, and studying labour history. We studied strategies on confronting workplace change, how to utilize new media, building Local Union committees, leading volunteers and recruiting new activists.

I particularly enjoyed the time we spent studying labour history. We took a field trip dubbed the "Labour History Tour". Highlights included visiting a coal miners museum located inside of Penn State University, and a place called Homestead, Pennsylvania, which was the location of a Steelworkers strike on July 6, 1892. A strike that resulted in a gunfight between the Steelworkers and the private security agents known as the Pinkertons, who had been hired by the company to break the strike. The gunfight that ensued did break the strike and caused a major set back in the efforts of unionizing the Steelworkers, which wouldn't end up being organized for another fifty years. The gunfight

claimed the lives of twelve people, and wounded twenty-three others. Casualties were had on both sides. A pumphouse located next to the Ohio River, where the gunfight occurred, remains as a museum and historical marker, much thanks to the efforts of the USW.

Our class also spent time (not nearly enough) studying labour related Canadian history. What the American students seemed to find interesting was a report my study group presented on Tommy Douglas and how he brought us our healthcare system. We shared with them how the majority of Canadians are proud of our healthcare and that it does work efficiently, contrary to the negative rumours many Americans hear.

Like last year, the class was full of wonderful people living very different lives in many different parts of Canada and the USA. We had many similarities despite the differences. Especially with our struggles for better labour standards. The facilitators did a great job and were very helpful, as were the staff of Linden Hall. The food and accommodations were consistently satisfying as well.

For homework this year, we are encouraged to engage in more "Good Works", and to read a novel of which we are required to write several reports on. The novel is called Ravenswood, which is about the epic struggle and ultimate victory of seventeen hundred USW members who were locked out by the Ravenswood Aluminum Corporation. The Corporation went on to hire permanent scab replacements.

I plan to complete my homework assignments as promptly as possible to ensure my continued enrollment in the USW Leadership Scholarship, as I am finding it to be a very educational and life changing experience.



Historical pumphouse, marker of the Steelworker gunfight on the Ohio River.

POWELL RIVER LOGGER SPORTS By Wendy Goulding, Retired Member



From July 14th to 16th 2017, Logger Sports were held in Powell River. The Women of Steel set up an information booth to educate the community about our Union and the Women of Steel. The committee set about collecting signatures for the Working Forest Campaign and six pages of signatures were collected. We encourage members to visit our website and sign the petition at www.workingforest.ca if you have not done so already. We also sold fifty-fifty tickets as well as raffle tickets for a catered seafood dinner for four to raise funds for Grace House.

Grace House provides safety and help for women and children who are in danger either physically or mentally. They provide counselling and resource information, telephone support and community referrals. All services are free and confidential.

The winner of the dinner raffle was Diana Serfert of Powell River. This fine dining event is mutually agreed to be held next month, October 2017. Seafood and catering was donated by myself to be catered in home; it is going to be divine.

We are proud to say that the WOS raised \$1,270 to be donated to the good cause at Grace House. A big shout

out to all of those selling tickets: Shelly Rickson, Tanis Royal, Gillian Tew, and Katie Robertson. Well done ladies. Powell River residents and those attending the event, donated forty-two Purses for Poverty, and we are still adding to that collection. We plan on stuffing them with toiletries and hope to be distributing them to women on the downtown east-side of Vancouver in October 2017.

Shelley Siemens and Sandra Wilson did face painting by donation for everyone at the Logger Sport event. The line up was long and our girls rocked it. Shelly Siemens donated a steel sculpture for the Logger Sports fund raiser auction as well.

It was refreshing to see young girls asking about our organization and what we do. We certainly made an impression and hopefully have gained some new WOS for future years to come.

Powell River Logger Sports was a great connection with the community. We were thoroughly entertained by the skilled loggers and were grateful for the support on our fundraising efforts which we give back to local services. Hope to see you next year at this annual event.

**In Solidarity,
Sister Wendy Goulding,
Retired Member, WOS**



LADM 2017

Local Annual Delegated Meeting

The 9th Local Annual Delegated Meeting took place on April 28th at the Westerly Hotel and Convention Centre, in Courtenay BC. Many new delegates were welcomed and a total of 98 delegates, executive board members, officers, business agents, support staff and guests attended.

Two resolutions presented and accepted included the following:

RESOLUTION NO. 1

SUBJECT: Working Forest Land Base

WHEREAS: Preservationist groups continue to lobby all levels of government to turn working forests into non-working forests; and

WHEREAS: The Provincial Government continues to allow for reductions in our working forest land base; and

WHEREAS: The loss of good paying jobs in our working forest continue to hurt families and erode forest dependent communities; and

WHEREAS: We require a commitment to ensure the protection of the working forest land base; now

THEREFORE BE IT RESOLVED: We request the USW Wood Council to lobby the Provincial Government aggressively for a commitment in protecting the working forest land base.

CONVENTION ACTION: CONCURRENCE

RESOLUTION NO. 2

SUBJECT: Tree Farm Licences and Forest Licences ceded to First Nation or other Groups

WHEREAS: The Provincial Government continues to cede working forest lands through treaties and other means to First Nations and other groups through community forests; and

WHEREAS: The Union agrees with and supports the treaty and reconciliation process with First Nations groups; and

WHEREAS: Workers continue to be put out of work and families suffer when successorship to the work is not granted when the working forest land bases are removed or timber volumes ceded to said groups; now

THEREFORE BE IT RESOLVED: We request the USW Wood Council to lobby the Provincial Government to ensure that bargaining units have successorship rights where government grants forest licences or cede tree farm licences to First Nations or other groups in treaty or other settlements.

CONVENTION ACTION: CONCURRENCE

An overview of the previous year was given by Brother Brian Butler and Brother Rick Wangler. An education portion of the conference provided valuable information on Drug and Alcohol Testing in BC and labour law useful to representatives. These presentations were given by Sandra Banister, Legal Counsel with Banister & Company and by Steve Rogers, Legal Counsel with Victory Square Law Office. The financial report was reviewed by Brother Pat Kinney and the report adopted. All was in good order. Open microphones were available throughout the conference for discussion and debate.

Thank you to all the delegates who attended.

LADM PHOTOS

2017



LADM PHOTOS 2017



LOCAL 1-1937 RETIREES MARCH TO AUGUST 2017

Armstrong, William P

Auger, Roland W

Baglo, Grant P

Banks, Thomas L

Berar, Rampal Singh

Boekenkruger, Jacobus (Jim)

Bourassa, Daniel P

Brazzale, Andre L.

Chaudhry, Taqi

Clair, Toby

Clark, Douglas N

Copp, Barry A

Cross, Jack

Davies, Thomas R

Davis, Mike

Deans, Ken G

Fitzgerald, Rick

Forshner, Harley

Frost, Edward George

Gaudreault, Ron

Gereluk, William L.

Graham, Les

Haas, Teresa

Hamre, Tennes J

Harrison, Michael Brian

Hart, Jim

Heslop, Donald Kelly

Holmstrom, Allan

Ivanisko, Edward

Kemps, Roy Anthony

Kong, Goey Poon

Kreeger, Wayne F

Lange, Walter

Lemire, Gaetan

Lewis, John

Maier, Aaron

McLeod, Graden Grant

McLeod, Robert Earl

Mitchell, Gerald J

Mitchell, Kevin A

Mitchell, Robert J

Mountain, John C L

Nelson, Clifford H

Nijjar, Harjit Singh

Noel, Christopher John

Parkin, Robert A

Prokop, Leonard T

Quesnel, Garry Thomas

Randhawa, Surjit

Royer, Rick R

Sandhu, Jagtar Singh

Scholefield, Patrick

Senini, Randy Warren

Sirup, Gordon R

Spedding, David Alfred

Spiller, William J

Staples, Barry M

Stefiuk, Leonard William

Stolth, Brent Edward

Stuart, R Bryan

Tipton, David W

Van De Water, Ronald

Van Swieten, Richard M

Wardle, Ray K

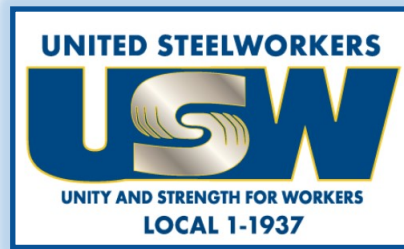
Watson, Ron

Weening, Frank

Williams, Roger

***Local 1-1937 wishes
you a long and
healthy retirement.***





If you know of any family or friends that may be interested in joining our Union, have them contact us at our Duncan office at [250-746-6131](tel:250-746-6131). We will answer your questions and help you develop an organizing plan.

Have a voice on the job!

All calls are confidential.